

2013 Tentative Agreement

**Charlotte, Council 89 President – Cathy Campbell :**

The JNC has reached a Tentative Agreement for members to consider for ratification. I realize that many members are disappointed that there are not more changes. The biggest major change we were able to get with this TA is a bridge agreement to our future. My letter to you is rather wordy, but I sincerely hope that you will take the time to read it through to the end.

I know that you feel you have sacrificed enough for the company and that you want much more. You definitely deserve it- we have been working under a bankruptcy contract since 2005 and have sacrificed in many areas to help make this company profitable again. I also realize that this is not the contract that you feel should be presented to you simply because of the sacrifices that you have made. I get that.

Members have asked me why I did not support TA1, but supported TA2. The NMB would not allow us to present all of the changes members wanted to see given the time constraints involved in our mediated sessions. We were, however, successful in obtaining some changes that the membership did want. We were able to get our pay to a higher, more competitive rate with the possibility of a merger happening. In order for us to ever reach \$50 an hour, we needed to help bring the industry average up. The reserve system would eventually be changing, but with the changes made in TA2 it would be more survivable than in TA1. Look back to when we first got LTO; everyone hated it until they learned how to work it. We were prepared to teach you and explain to you how to work this reserve system too. We would all still be getting 100% for sick time, 100% pay and credit for DH's, and, for some, more vacation. That is why I supported TA2.

I understand that you have issues with PBS. I understand that you have issues with getting less sick accrual. I understand that you want more for your vacation. We simply have been unable to make changes in those areas.

Now I am supporting the new TA. Why? In addition to maintaining all of the provisions in TA2, we have obtained our bridge agreement to our future without giving up our scope or LPP's. We have also secured our seat at the table if we merge with AA-without this provision, only APFA, US Airways and AA would be at the table. We have nailed down the timeframe that we would go into talks for our MOU with AA. In regards to the early out provision, there is no cap as to how many members can take the buyout. We have also secured a ratification bonus of \$1,700.

This TA is our stepping stone for our next contract be it with AA or another carrier. The fact of the matter is this company is going to eventually enter a merger with another carrier- Steve Johnson made that clear to us at our MEC meeting last May. We need to position ourselves for that reality. We can either face our future with strength by having a contract that offers more economically or we can face our future with our current 2005 bankruptcy contract that will continue to drag us down as far as industry standards are concerned.

We have a merger looming on the horizon and, with everything we are hearing, this merger will occur. Many of us are saying we have already been down this road before with United and then Delta which, we all know, never occurred. You may as yourselves, "So why should I vote with anticipation of a merger with AA and why should I believe this merger will occur?" How many of us have said, "I will believe it when I see it?" But ask yourselves this-what if it does occur, then where will we be? What position do you want to be in one of strength or one of vulnerability?

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The NMB has made it perfectly clear to all of us that we will not have another round at negotiations if the members vote this TA down. They have made it clear that they will put us into Recess indefinitely. No, I have not been drinking the kool aide as some may say. I am just laying everything out on the table for you to be able to make an informative decision. Now the decision is up to you.

In Solidarity,

Cathy

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**Washington DC, Council 41 President – Dianne Britton :**

We beat the odds by getting additional meeting dates from the NMB last week, and once again when further TA enhancements were secured.

As it was made abundantly clear that the options were an indefinite recess where other parties could determine your fate without your input, or move forward in the driver's seat; the choice was clear.

This TA retains all of the important Scope and LPPs, higher wages, and guarantees us a seat at the table in four party talks with US, AMR, AFA, & APFA for an MOU (Memo of Understanding) immediately following ratification.

Please take the time to get factual information from your Officers, JNC & Mobilizers, and go to [ourafa.org](http://ourafa.org) for more details.

We will also have systemwide Roadshows beginning February 4th.

Voting on this TA will begin on February 7th, and close February 28th.

Undoubtedly, this has been a long and challenging process.

Let's have the final word by voting **YES** and choose to improve our futures by entering into this merger (or the next) in a position of strength!

Respectfully,

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**Philadelphia, Council 70 President – Terry Graf:**

We are at the end of the process; the negotiations to achieve a US Airways contract joining the East and the West are finished. After many years of negotiations, AFA International, working with negotiating teams from the East and West, the MECs, the LECs, and our fearless Mobilizers, both East and West, have brought you "Our Bridge to the Future."

Your AFA-CWA Leadership has created the lifeline needed to garner equality and equity. A merger will happen, and the proposed US Airways contract will raise the bar higher in terms of vacation days,

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vacation pay, sick time, scheduling rules, duty rigs, etc. We need to show US Airways that they will complete the process with us, and then we will counter them with any merger process.

I ask that as a membership, we take the time to learn the facts and I ask you to follow my lead with a YES vote. This contract puts us in a stronger and more stable position; let's lead by example and bring our hard-earned contract to the table during the upcoming process. We can raise the bar for our profession and show leadership in our attempt to work in solidarity with our fellow flying partners at American, and the rest of the industry.

There are times in life when you reach a fork in the road, and this is one of those times. We have a career decision to make, and we must take this step to secure our futures. Please stay tuned to OurAFA.org and the E-line system for the latest news and voting information.

Always In Solidarity,

Terry Graf

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**Phoenix, Council 66 President – Deborah Volpe:**

The odds were against us of even meeting again with the Company and the NMB. We went to the meeting armed with a proposal that was prepared by the JNC and Joint MEC's. Since it was to be a Status Update, our status was simple....bring our proposal and see if we could present it to the Company. The proposal had every issue that was important to both East and West FAs (Vacation, Insurance, Reserve, Compensation, etc.)

On Wednesday, January 23rd, we were almost placed in an indefinite recess. It was not a threat. The NMB was brutal in their words, "Your negotiations have come to an end. If you don't move off of this current proposal, you are being placed in an indefinite recess....other parties will then determine your fate without your input."

Needless to say, US Airways East MEC President, Roger Holmin and I had some serious decisions to make in a very short amount of time. Roger and I were keenly aware that we had a responsibility to our membership; to make decisions that would be in the best interest of the all of the Flight Attendants we represent. We knew that being placed in an indefinite recess was in essence a "death sentence." West Vacation, Insurance, East Reserve, Co-pairing, etc. was not worth being placed in recess. The status quo represents a dead end with no way out.

During TA2 talks, the Company had insisted on diluting Scope as well as stripping away the LPPs (except for those that are already included in the McCaskill/Bond Amendment) if there was any discussion of an "early out". With this TA, Scope and the LPPs remain intact. Should this TA pass, the Company will be required to begin four (4) party talks in order to negotiate an MOU. Additionally, we will enter into those talks under our terms. Without this language, the Company has no legal obligation to enter MOU discussions with us.

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I hold the opinion that anything other than ratification would be considered reckless. The status quo doesn't hold any benefit for this work force in the face of a merger whether it's this merger or the next merger. At no time is it advisable to stay at these wages and allow other parties to determine our future.

As always, we need to be respectful to each other, but also be clear when we speak to our co-workers. This TA is our "Professional Lifeline". Voting no on this TA ensures we stay on life support with the Company standing by ready to "pull the plug". We have the means to be a part of this upcoming merger and to do so from a position of strength with higher wages, better work rules and the strongest language that addresses job security.

Voting will begin on February 7th and close February 28th. As always, please get the facts and continue to forward your questions to [ourafa.org](http://ourafa.org). We will do our best to respond to each question in a timely manner.

Respectfully,

Deborah